



Guidance for Integration of Child Safeguarding into IFRC Proposals for Strengthening Capacity of National Societies in Any Sector or Context

Purpose

This guidance outlines child safeguarding outputs and activities and related measurements that should be integrated across IFRC project proposals.

Background

The level of action that can be taken within any project will depend on its specific context, timeline, funding, and National Society capacity. However, all projects should aim to achieve as many of the 8 criteria as possible.

Where other parts of the Red Cross and Red Crescent Movement are also working with the National Society, efforts should be made to coordinate PSEA(H) support and align approaches as much as possible.

Sample outputs and activities¹

The following outputs and sample activities can support proposal development and also the monitoring and evaluations that are part of the project implementation cycle.

Effective policy implementation

Low	A child safeguarding policy exists and has been signed off by senior management.
Low-medium	A child safeguarding policy has been signed off by senior management and provided to current staff on a minimum of one occasion.
Medium-high	A child safeguarding policy has been signed off and has been provided to current staff and volunteers on repeated occasions, and the implementation of the policy has been promoted.
High	A child safeguarding policy has been signed off and has been provided to current staff and volunteers on repeated occasions, the implementation of the policy has been promoted, and a clear person or unit monitors implementation of the policy and is able to state its current level of implementation.

¹ IASC. (2010). Global Synthesis Report. IASC Review of Protection from Sexual Exploitation and Abuse by UN, NGO, IOM and IFRC personnel. http://pseatastaskforce.org/uploads/tools/globalreviewofpseabyunngoimandifrcersonnel_iasc_english.pdf

Adequate personnel time is explicitly committed to child safeguarding

Low	Personnel/departments do not clearly have formalised responsibility for the development and implementation of a child safeguarding policy and activities.
Low-medium	Individual personnel have explicit / formalised responsibility for a child safeguarding policy in their job description, performance appraisal or similar.
Medium-high	Individual personnel have explicit / formalised responsibility for a child safeguarding policy in their job description, performance appraisal or similar. Personnel working on the child safeguarding policy have received systematised training in child safeguarding.
High	Individual personnel have explicit / formalised responsibility for a child safeguarding policy in their job description, performance appraisal or similar. Personnel working on the child safeguarding policy have received systematised training in child safeguarding. The personnel time committed to child safeguarding is commensurate with the scale of implementation required at the current time.

Commitment and engagement of senior managers

Low	There is a lack of clarity about how, and even whether, senior management should be informed about child safeguarding activities and issues.
Low-medium	Reports on child safeguarding activities and issues are provided to senior management on an ad hoc and incident-related basis.
Medium-high	Scheduled reports on child safeguarding activities and issues are provided to senior management, and senior management responds with feedback and guidance.
High	In addition to scheduled reports on child safeguarding activities and issues being provided to senior management, and senior management responding with feedback and guidance, child safeguarding features as a regular reporting item on the agenda of the senior management team or at governance meetings.

Effective and comprehensive communication from National Office to the field on what to do regarding raising the awareness of child safeguarding

Low	The National Office has not communicated explicitly on child safeguarding.
Low-medium	The National Office has communicated on child safeguarding but without guidelines, detail or illustration.
Medium-high	The National Office has communicated on child safeguarding in detail or with illustration such as trainings or guidelines.
High	The National Office has communicated on child safeguarding in detail or with illustration such as trainings or guidelines. The National Office has been explicit that the field should raise community awareness on child safeguarding through a variety of mechanisms and by involving various groups in the community in the design of these mechanisms.

Effective community complaints mechanisms

Low	The National Office has not made the establishment of complaints mechanisms mandatory for every field office.
Low-medium	The National Office has made the establishment of complaints mechanisms mandatory for every field office and this has been communicated to field offices, but without guidelines, detail or illustration.
Medium-high	The National Office has made establishment of complaints mechanisms mandatory for every field office and this has been communicated in detail or with illustration such as training or guidelines. There is provision for the complaints mechanism to be adapted to the cultural context and this is done with community participation.
High	The National Office has made establishment of complaints mechanisms mandatory for every field office and this has been communicated in detail or with illustration such as training or guidelines. There is provision for the complaints mechanism to be adapted to the cultural context and this is done with community participation. There is provision to ensure the confidentiality of the complaints mechanism. There is a mechanism for monitoring and review of the complaints mechanism.

Effective recruitment and performance management

Low	Introduction to the child safeguarding policy forms part of the recruitment process.
Low-medium	Introduction to the child safeguarding policy forms part of the recruitment process. Training on child safeguarding forms part of the induction process.
Medium-high	Introduction to the child safeguarding policy forms part of the recruitment process. Training on child safeguarding forms part of the induction process. The IFRC / National Society has a policy regarding child safeguarding reference-checking procedures for job candidates, including checking for any history of perpetrating violence, abuse, exploitation, or any other harm against children.
High	Introduction to the child safeguarding policy forms part of the recruitment process. Training on child safeguarding forms part of the induction process. The IFRC / National Society has a policy regarding child safeguarding reference-checking procedures for job candidates, including checking for any history of perpetrating violence, abuse, exploitation, or any other harm against children. Supervision and performance appraisals include adherence to the child safeguarding policy.

Effective and comprehensive mechanisms are established to ensure awareness-raising on child safeguarding amongst National Office-based personnel

Low	No standardised awareness-raising mechanism at National Office level.
Low-medium	Standardised awareness-raising mechanisms exist.
Medium-high	Standardised awareness-raising mechanisms exist and cover the broad spectrum of relevant issues.
High	Standardised awareness-raising mechanisms exist and cover key content. A minimum of 51 per cent of National Office personnel have received this awareness-raising, and repeat awareness-raising takes place.

Effective personnel complaints mechanisms are in place

Low	No written procedures on how complaints can be made are in place.
Low-medium	Written procedures on how complaints can be made are in place.
Medium-high	Written procedures on how complaints can be made are in place and are monitored and reviewed for effectiveness.
High	Written procedures on how complaint can be made are in place and are monitored and reviewed for effectiveness. National Office has communicated to field offices how they should identify local cultural and contextual barriers to reporting child safeguarding concerns. National Office has procedures in place to advise field offices on how complaints received that refer to the personnel of another entity should be referred.

Effective field-based complaints handling and follow-up

Low	There is no standard operating procedure on what to do with child safeguarding complaints once received.
Low-medium	There is a standard operating procedure on what do with child safeguarding complaints once received.
Medium-high	There is a standard operating procedure on what to do with child safeguarding complaints once received and it is explicit about confidentiality, who should receive complaints, timelines, communication of results and required response. Training in the standard operating procedures has been carried out at an adequate level to ensure that trained investigators are available to field offices when required. Information on local child protection referral services have been mapped / gathered.
High	There is a standard operating procedure on what to do with child safeguarding complaints once received and it is explicit about confidentiality, who should receive complaints, timelines, communication of results and required response. Training in the standard operating procedures has been carried out at an adequate level to ensure that trained investigators are available to field offices when required. Substantiated complaints have resulted in either disciplinary action or contractual consequences and, if not, the IFRC / National Society is able to justify why not. Referral services for child protection are clearly mapped out including quality of services, the community perception of the services, and barriers to access the services.

Assistance is provided to child survivors and their families²

Low	No written policy or commitment on assistance to child survivors of violence, abuse or exploitation and their families is in place.
Low-medium	A written policy or commitment on assistance to child survivors of violence, abuse or exploitation and their families is in place.
Medium-high	A written policy or commitment on assistance to child survivors of violence, abuse or exploitation and their families and its implementation is monitored and reviewed for effectiveness.
High	A written policy or commitment on assistance to child survivors of violence, abuse or exploitation and their families and its implementation is monitored and reviewed for effectiveness. Child survivor experiences accessing support are sought and help shape future changes. Local child protection referrals and training for personnel are regularly updated as needed.

² This output is not based on the IASC as it was missing.